

To Improve The Approaches Of The Personnel Management Mechanism In The Light Industry

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Abstract – This article discusses approaches to improving the personnel management mechanism using the example of light industry enterprises in the Fergana region. In the course of the study, recommendations were given for effective personnel management.

Keywords – Personnel, Enterprise, Personnel, Motivation, Incentives For Personnel.

I. INTRODUCTION

Currently, in the context of radical reforms in all spheres of life, the issues of enterprise personnel management are becoming quite relevant. And from this point of view, effective personnel management is one of the main components of the prosperity of enterprises in all industries, and the light industry is no exception. In the context of the dynamic and widespread implementation of the achievements of scientific and technological progress, the expansion of competition in knowledge, competencies, creative and entrepreneurial abilities of workers, are considered as the main resource for increasing the efficiency and competitive advantages of modern enterprises.

The ongoing changes in the understanding of the value of human resources in the field of production have set before science the task of revising the traditional theoretical concepts, methodological approaches and the formation of new views on the intra-organizational mechanism for managing the activities of enterprise personnel. The personnel of the enterprise in modern times is considered not just as personnel, but as labor resources, the image of the enterprise, contributing to the mastery of the best positions in the market [1]. In this context, the costs incurred by the enterprise are seen as the foundation of its future success. They are aimed at improving the working conditions of the organization's personnel, at the development of social infrastructure.

II. MAIN PART

The theoretical basis for studying the effectiveness of improving the personnel management mechanism was the work of such Russian scientists as M.V. Belov and D.A. Novikov, foreign scientists like R. Henderson and G.S. Becker. The problems of improving the foundations and the system of personnel motivation in the organization are considered in the classic works of M.Kh. Mescon, I. Ansoff, who assigned motivation one of the important roles of stimulating employees. In the direction of improving the approaches of the personnel management mechanism, there is a large amount of work. Still, the personnel situation at many enterprises is far from perfect. Not many employers realize that carefully selected personnel is one of the main factors in promoting a business. [2]

In the course of the study, problems were identified related to the improvement of approaches to personnel management at light industry enterprises. Proposals for effective personnel management were provided. The research used the methods of comparative analysis.

III. RESULTS AND DISCUSSION

In theory and practice, the following stages of development of scientific approaches to personnel management are distinguished:

1. Physiocratic, when an individual appears as a bearer of strength, this approach is guided by the possibilities manifested by him from nature;
2. Rationalistic (pragmatic), when a person is perceived as an economic resource, a factor of production, in this regard, orientation presupposes rational human actions;
3. In the technocratic approach, a person is regarded as a component of the production process, this approach is focused on adapting the professional capabilities of an employee to the requirements of the technical sphere;
4. In the humanistic approach, a person is perceived as the main value of society, an enterprise, the presented approach is focused on the professional, intellectual and cultural components of a person's levels.

From our point of view, each of the above approaches has its own distinctive features and advantages. Suppose a rationalistic approach perceives a person's personality from the point of view of an economic resource, which has its advantages. In the technocratic approach, a person is viewed from the perspective of a component of the production process. We would like to consider in more detail the humanistic approach, in which a person is viewed as the dominant value of society. The manager of each individual company has the opportunity to rely on any of these approaches or use them in combination.

We are deeply convinced that the most appropriate is the use of a humanistic approach, since it reveals the human potential of each enterprise or organization and is aimed at a long-term perspective. Employment problems today are quite relevant, in connection with which each employee is primarily afraid of losing his job. From this point of view, the employer is far from using a humanistic approach.

But despite the above, if the employer uses a humanistic approach (in combination with the other approaches cited), then the success of this enterprise in the long term will be ensured, since the employees will have all their available abilities.

Studying the issues of improving the personnel management mechanism at light industry enterprises, we studied the activities of the Uzbek-Chinese joint venture "Narimteks".

The Uzbek-Chinese joint venture "Narimteks" of the city of Margilan, Fergana region, operates in the form of a limited liability company. This enterprise produces, in particular, women's raincoats, coats and other types of winter clothing.

At this enterprise, the management and management staff use such approaches to personnel management as rationalistic, technocratic and humanistic in aggregate.

The enterprise has a production capacity of five to six thousand units of products per year.

The demand for high-quality products of "Narimteks", which employs fifty people, is increasing in the domestic market.

Currently, the degree of independence and responsibility of enterprises has increased. The staff is one of the resources of the company, which must be properly managed and conditions for its development must be created and Narimteks is no exception. The use of effective and correct levers can help solve a number of problems. Along with this, we would like to focus on the component of moral incentives. Sometimes, even timely praise from a worker can motivate a 100 percent return on the production process.

As a result, when studying the problems of the internal and external environment of business entities, more attention is paid to familiarization with the conditions of qualitatively effective interaction of both economic and organizational mechanisms of enterprise personnel management.

Purposeful development and implementation of these mechanisms has a decisive impact on the initial results of enterprises. In our opinion, along with this, in many enterprises, insufficient attention is paid to the issues of research and assessment of potential opportunities laid down in the motivational component of the personnel management mechanism of the enterprise. The above

suggests the need to use a research approach in order to improve organizational and motivational activities in the personnel management system.

IV. CONCLUSIONS

The decisive condition for improving approaches in the mechanism of personnel management is the structure of the organization of personnel management, which includes the following stages:

Firstly, the systematization of goals in the context of personnel management, that is, in this case, when goals are given in it, personnel management issues are solved more efficiently;

Second, recognition of the constituent management functions ensuring the implementation of the entire system responsible for personnel management issues;

Third, improving the organizational structure model;

We will focus on the main elements of the personnel management system, which include, such as personnel planning, personnel attraction, personnel qualifications, personnel incentives, personnel accounting and others.

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